25

EIGHTY-FIRST

Annual Report

OF THE

Industrial Aid Society

REFERENCE AND EMPLOYMENT OFFICE

37 and 43 Hawkins Street, Room 25

OCTOBER, 1916

ANCHOR LINOTYPE PRINTING CO. 144 HIGH ST., BOSTON, MASS.

PURPOSES OF THE SOCIETY

1. To help worthy applicants find the work for which they are fitted.

2. To give employers the sort of help they want.

3. To provide homes for the young, where they will be under wholesome influence, and learn to support themselves.

4. To improve the quality of work, increase the value of service and elevate the laborer.

5. To adapt, in every proper way, its action to the assistance of working people, to advance their interest and promote the public good.

For these ends it appeals to its friends for continued interest and to the public for such support as its work deserves.

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ANCHOR LINOTYPE PRINTING CO. 144 HIGH ST., BOSTON, MASS.

OFFICERS OF THE SOCIETY

Board of Managers

1916-1917

WILLIAM P. FOWLER,	President
MISS SARAH C. PAINE,	Vice-Presidents
GEORGE T. CRUFT,	
CHARLES B. FILLEBROWN,	
SAMUEL F. HUBBARD,	
REV. CHRISTOPHER R. ELIOT,	Secretary
WILLIAM ATHERTON,	Treasurer

Directors

Edwin Sheafe
Rev. Edward Cummings
Rev. Reuben Kidner
Courtenay Guild
Fred L. Howard
William T. Farley
Burton R. Miller
William S. B. Stevens
Edward E. Williams
Franklin P. Daly
George A. Duncan

Executive Committee

William P. Fowler
Rev. Reuben Kidner
Rev. Christopher R. Eliot
George T. Cruft
Miss Sarah C. Paine
Charles B. Fillebrown
Samuel F. Hubbard

Finance Committee

William P. Fowler
Courtenay Guild
George T. Cruft

Auditor

Edwin Sheafe

HENRY PETERSON	General Agent
ALFRED M. BENT	Assistant
MISS KATE B. LITTLEFIELD	Assistant in the Female Department

Address communications to the Agent at 37-43 Hawkins Street, Room 25. Telephone No. 132 Haymarket.

Subscriptions and donations may be sent to the Agent, or to the Treasurer, William Atherton, 15 Exchange St., Boston.

COMMONWEALTH OF MASSACHUSETTS

In the Year One Thousand Eight Hundred and Forty-Seven

AN ACT

To Incorporate The Boston Society For The Prevention of Pauperism.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

Section 1. Moses Grant, Thomas Tarbell, Isaac Means, their associates and successors, are hereby made a Corporation, by the name of the "Boston Society for the Prevention of Pauperism," for the purpose of inquiring into and removing the causes of pauperism, and the discouragement of street beggary, by obtaining and communicating information about applicants for charity, and aiding them to obtain employment, with all the powers, and subject to all the duties and liabilities, set forth in the forty-fourth chapter of the Revised Statutes.

Sect. 2. Said corporation may take and hold real estate, not exceeding the value of ten thousand dollars, and personal estate, not exceeding the value of ten thousand dollars, for the aforesaid charitable purposes.

HOUSE OF REPRESENTATIVES, April 20, 1847

Passed to be enacted.

EBEN. BRADBURY, **Speaker,**

In Senate, April 21, 1847.

Passed to be enacted.

W. B. CALHOUN, **President.**

April 21, 1847, Approved.

GEO. N. BRIGGS.

Commonwealth of Massachusetts.

An Act in Addition to an Act to Incorporate the Boston Society for the Prevention of Pauperism.

Be it enacted, etc., as follows:

Section 1. The Boston Society for the Prevention of Pauperism may take and hold real estate and personal estate to an amount not exceeding fifty thousand dollars in addition to the amount which it is now allowed to take and hold under its Act of incorporation, approved the twenty-first day of April, in the year one thousand eight hundred and forty-seven.

Sec. 2. This Act shall take effect upon its passage.

April 8, 1864. Approved.

An Act to Change the Name of the Boston Society for the Prevention of Pauperism.

Be it enacted, etc., as follows:

Section 1. The Boston Society for the Prevention of Pauperism shall hereafter be known by the name of the "Industrial Aid Society for the Prevention of Pauperism," and under such name shall hold all its property, and shall have all the privileges, and do all things, which it could have done under its former name.

Sec. 2. This Act shall take effect upon its passage.

May 18, 1866.

An Act to Change the Name of the Industrial Aid Society for the Prevention of Pauperism.

Section 1. The Industrial Aid Society for the Prevention of Pauperism shall hereafter be known as the Industrial Aid Society, and shall have all the privileges and do all the things which it could have done under its former name, and shall hold all its property under the name of the Industrial Aid Society.

Sec. 2. This Act shall take effect upon its passage.

Approved February 25, 1909.

ANNUAL REPORT

In presenting a report of the activities of our society for the past year we wish to emphasize certain matters which have combined to make it an unusual year. The influence of the great European war, which had begun to be noticeable last year, has now become fully operative. Aside from the great and unexpected prosperity which it has brought to the whole country there are two respects in which it has especially affected the work of this society. It has created a constant demand for laborers at a largely advanced wage and has also almost completely shut off the supply of unskilled labor formerly pouring in upon us from European countries. Thus it has had a double effect on the labor market, at once increasing the demand and diminishing the supply. The natural result has followed. Wages have gone up by leaps and bounds and our work has been made much easier.

Our statistics show a much larger number of employers seeking men for all sorts of jobs and a much smaller number of men seeking the jobs. We had 2695 employers applying for help, an increase of 663 over last year. There were but 2175 applicants for work, a decrease of 2033 from last year. Yet we found places for 2710; an increase of 561 over the preceding year. Thus, as always, our report is a faithful reflection of the progress of the times, the statistics ebbing and flowing in perfect rythm with the tide of prosperity in the business world.

One great advantage accruing to us from this general welfare of the working world has been the freedom it has given us to devote more time than ever before to placing men and women who, from whatever cause, are in ordinary

times difficult to place. Instances where age has weakened physical power or where other infirmity has lessened the ability to earn a full wage are always occurring in our daily experience at the office. In hard times we can do comparatively little for them, but now by persistent effort, aided as we are by the employers' need of helpers, and the great difficulty in securing satisfactory men, we are much more successful in procuring places for these partially unfit workers.

For many years this society has administered what is known as the Joy Fund. This is a fund originally amounting to $5,000, given by the will of Nabby Joy to our society, the interest of which is expended by us in aiding by grants of money aged women of American birth who have resided in Boston for the last ten years or more. The fund came to us in 1872 and in all the years since has been carefully safeguarded and the income granted to such applicants as seem worthy after their applications have been carefully considered by the directors. During the past year we granted $265 to nineteen recipients in sums of ten to twenty dollars each.

The treasurer's report shows the need of more and larger contributions in order that we may continue to carry on this business of finding employment for needy men and women, thereby enabling them to avoid the necessity of asking aid for the families dependent upon them for the support which they would so gladly give if work were found for them.

The trend of thought among social thinkers is unmistakably towards the dignifying of labor and the encouragement of self support. These thoughts were uppermost in the minds of those wise citizens of Boston who founded this society more than eighty years ago. Work of this nature has always commanded the generous support of this community. We appeal with confidence to the men and women of Boston for a continuance of that support.

WILLIAM P. FOWLER, President.

AGENT'S REPORT

For the Year Ending September 30, 1916.

The prosperous condition of business throughout the country during the past year has rendered the work of the Society much easier than for many years. There have been less idle men looking for employment and a larger number of employers looking for help, which condition shows a marked improvement in the labor market in comparison with the past few years. All mechanics in every branch of industry have been well employed, and the demand for common laborers has been larger than the supply. Wages have increased in all branches of industry from 15 to 50 per cent.

The lack of immigration from Europe and the Provinces caused by the European war has been very noticeable. In former years farmers and contractors using common labor obtained their help largely from this source, while this year they have been obliged to depend upon what they could find from the unemployed already here, making it easier this year to place the less efficient help that constantly apply for work than for several years.

The Industrial Aid Society was founded for the prevention of pauperism and for more than 80 years it has steadily kept that object foremost in its endeavor to carry out the intentions of its founders. As already stated, this year there has been no practical reason for the able-bodied laborer to be out of employment, the agents have turned their efforts toward the incapacitated more than the able-bodied, and have been enabled to find work for many of

them, while heretofore it has been an almost impossible thing to accomplish.

As Mr. Paine, one of our former honored directors, used to remark, "the doctor was for the sick," so the Industrial Aid Society has tried to help those who could not help themselves. It certainly fills a place in charity work in the community that no other organization can, and it works in cooperation with other societies in helping the unfortunate. If there was a demand for such a society eighty years ago, there is certainly a much larger demand at the present time.

The statistics that follow show an improvement over last year, with a larger number of employers, a much smaller number of applicants, and a larger number of places given.

The number of employers who applied for help in the men's department was 840, an increase of 143 over last year.

In the women's department 1855 employers applied, an increase of 520, making the total number of employers who applied for help 2695, an increase of 663 over last year.

The number of applicants for employment in the men's department was 1702, a decrease of 1421 from last year.

The number of men and boys given employment during the year was 1229, an increase of 224 over last year.

In the women's department the number of applicants for work was 473, a decrease of 612 from last year. There were 1481 places given, an increase of 337.

In both departments the whole number of applicants for work was 2175, a decrease of 2033. The whole number of places given was 2710, an increase of 561 over last year.

Of the 1229 given work in the men's department, 808 were permanent places, and 421 temporary.

Of the 1481 given work in the women's department,

530 were permanent places, and 951 day-work or temporary places.

Of the 1072 applicants for work in the men's department, 845 were American born and 857 foreign born.

Of the 1229 given work in the men's department, 1062 were placed in the city and 167 in the country.

Of the 1481 women placed, 1294 were given work in the city and 187 in the country.

KINDS OF WORK IN THE MEN'S DEPARTMENT.

Adults.

Common Labor	230	Mechanical Work	77
Farms	114	Snow Shovelling	300
Gentlemen's Places	18	Stables and Teams	28
Indoor Service	142	Store and Offices	6
Short Jobs	121	General	105
Adult's total			1141

Minors.

Farms	17	Stores and Offices	13
Gentlemen's Places	3	Mechanical Work	45
General Work	6	Short Jobs	4
Boys' total			88
Men's total			1141
Men's and Boys' total			1229

HENRY PETERSON, General Agent.

WILLIAM ATHERTON, Treasurer in account with the INDUSTRIAL AID SOCIETY
From October 1st, 1915 to September 30th, 1916

GENERAL FUND

1915	DR.		
Oct. 1	To Bal. Brought forward		$497.80
1916			
Jan. 26	To Amt. received for U. F. Rights		166.25
Apr. 27	To Payment on Kilton St. Mortge.		50.00
Sept. 30	To Int. for Genl. Fund	$1456.59	
Sept. 30	To Int. on Vose Fund	716.50	
Sept. 30	To Int. on Cruft Fund	270.00	
Sept. 30	To Int. on Billings Fund	113.00	
Sept. 30	To Int. on Tufts Fund	105.00	2661.09
Sept. 30	To Amount for Donations		983.00
			$4358.14

1915	CR.	
Dec. 22	By Amt. for Safe B. S. T. Co.	$15.00
Dec. 22	By Amt. for Directory	6.50
Dec. 22	By Amt. for Annual Reports	55.00
1916		
Jan. 4	By Amt. for Heating Office	99.91
Feb. 14	By Amt. for Sh. of U. F.	144.19
Sept. 30	By Amt. for Printing, Sta., etc.	71.20
Sept. 30	By Amt. for Telephone	101.82
Sept. 30	By Amt. for Office Expenses	161.55
Sept. 30	By Amt. for Salaries	3630.00
Sept. 30	By Amt. Bal. forward	72.97
		$4358.14

JOY FUND

1915	DR.	
Oct. 1	To Bal. Brought forward	$422.03
1916		
Sept. 30	To 12 mos. Int. for Fund	270.00
		$692.03

1916	CR.	
Sept. 30	By App. for Fund	$265.00
Sept. 30	By Bal. forward	427.03
		$692.03

Boston, October 18th, 1916.

WILLIAM ATHERTON, Treasurer.

I have this day examined the above accounts and I find the same correctly cast and properly vouched.
Boston, Oct. 16, 1916.

EDWIN SHEAFE, Auditor.

BY-LAWS

MEMBERSHIP.

Article 1. Individuals elected and serving as officers of the Society, or persons paying five dollars annually, shall thereby become members of the Society; and the payment at any time of the sum of fifty dollars, for or by any individual, shall constitute such person a Life Member of the Society.

OFFICIALS.

Art. 2. The officers of the Society shall consist of a President, four Vice-Presidents, a Secretary, a Treasurer, and twelve or more Directors who shall be chosen by ballot at the Annual Meeting, and shall hold their offices for one year, or until others shall be chosen. These officers shall collectively form a Board of Managers, five of whom shall constitute a quorum for the transaction of business. They shall, at their first meeting after the Annual Meeting of the Corporation, elect from their own number: (1) An Executive Committee of seven members, who shall have the general superintendence of the affairs of the Society during the intervals between the regular meetings of the Board of Managers, and act in their behalf. The committee shall keep a record of their doings, which shall be laid before the Board at their quarterly meetings, or whenever called for, shall have power to make or authorize by vote to be made assignments, partial releases, and discharges or any mortgages held by the corporation, also deeds under power of sale contained in any mortgages held by the corporation, also deeds under power of sale contained in any mortgages so held and also deeds of any real estate owned by the corporation. (2) A Finance Committee of three members, who shall act with the Treasurer in the care of the finances of the Society; and no sales or purchases of the Invested Funds shall be made without the written approval of a majority of the committee, unless otherwise ordered by the Board. Also an Auditor, who shall make a semi-annual examination of the accounts and funds of the Society, and certify upon the books of the Treasurer, if the same be correct and properly vouched.

DUTIES OF OFFICERS

Art. 3. The President shall preside at the meetings of the Society and of the Board of Managers; and in his absence one of the Vice-Presidents, or the Senior Director present.

SECRETARY.

Art. 4. The Secretary shall notify and attend all meetings of the Society and of the Board of Managers, and shall keep a record

of all their proceedings, acting as clerk of the Society and of the Board of Managers.

TREASURER.

Art. 5. The Treasurer shall have the charge and care of the finances; he shall collect and receive all moneys due, and shall dispose thereof as shall be ordered by a vote of the Board of Directors. At each quarterly meeting of the Board, and at all other times when required, he shall render a full account of the pecuniary concerns of the Society.

BOARD OF MANAGERS.

Art. 6. The Board of Managers shall hold meetings on the third Wednesday of October, January, April and July in each year, and adopt all measures which, in their opinion, will promote the objects of the Society. Special meetings of the Board may be called at any time by a written request from the President, or any two members of the Board to the Secretary for that purpose. The Board is authorized to fill, for the remainder of the current year, all vacancies in the Board, or in any of the other offices.

MEETINGS.

Art. 7. The Annual Meeting of the Society shall be held on the third Wednesday in October. Special meetings of the Society may be called by the Board of Managers whenever in their opinion expedient; and it shall be the duty of the Secretary to call them whenever requested to do so, in writing, by two members of the Society.

AMENDMENTS.

Art. 8. These By-Laws may be altered or amended at any Annual Meeting of the Society, or at any special meeting called for that purpose.

SUBSCRIBERS FOR 1915-1916.

Allen, Rollin H.
Barbour, E. D.
Barlow, Charles L.
Bartoll, Miss Elizabeth H.
Bates, Mrs. Isaac
Beals, George C.
Beebe, E. Pierson
Blake, Mrs. Arthur W.
Blake, Mrs. S. P.
Boston Globe
Bowditch, Charles P.
Brewer, Ed. M.
Bremer, S. Parker
Bremer, Mrs. J. L.
Brooks, Shepard
Burditt, Charles A.
Chase & Sanborn
Cheever, Dr. D. W.
Clarke, Eliot C.
C. E. S.
Cochran, Alexander
Coolidge, T. Jefferson
Cruft, George T.
Curtis, Horatio G.
Daly, Franklin P.
Dean, Charles A.

SUBSCRIBERS FOR 1915-1916 (Continued).

Dennen, Rev. Ernest J.
Estabrook, Athur F.
Eustis, F. A.
Fabyan, Dr. Marshall
Fay, Miss Sarah
Ferrin, Mrs. F. M.
Fillebrown, Charles B.
Fiske, Rev. Geo. S.
Fitz, Mrs. W. Scott
Foster, Francis C.
Forbs, Miss Ellen
Fowler, Miss Clara M.
Fowler, William P.
Friend
Fuller, Miss Anna C.
Gardiner, Robert H.
Gardner, Geo. A.
Goddard, Geo. A.
Gray, Roland
Green, Dr. Chas. M.
Grew, Edw. W.
Guild, Courtenay
Hill, Wm. H.
Homans, John Mrs.
Howe, E. P.
Howe, Henry S.
Hudson, Mrs. John E.
Hunnewell, Walter
Hunnewell, Henry S.
Johnson, Arthur S.
Jones, B. M.
Kidder, Mrs. H. P.
Kimball, David P.
Laughlin, Mrs. Harriet Minot
Lee, Joseph
Leverett, George V.
Livermore, Col. T. L.
Loring, Augustus P.
Loring, Wm. Caleb
Loring, Mrs. Wm. Caleb
Lovering, Mrs. Chas. T.
Lowell, Mrs. George G.
Mason, Miss Ida M.
Mixter, Miss Madeline C.
Morse, R. M.
Morville, Robt. W., Jr.
Nahant
Paine, Charles J.
Paine, Robert Treat Ass'n.
Paine, Miss Sarah C.
Parmenter, James P.
Pierce, Wallace L.
Pickman, Dudley L.
Pratt, Laban
Richards, Mrs. C. A.
Richards, Miss Annie L.
Rogers, Miss A. P.
Sears, Dr. Henry F.
Shaw, Mrs. R. G.
Shattuck, Mrs. F. C.
Silsbee, Mrs. Geo. S.
Smith, Miss Ellen V.
Sprague, Francis P.
Sprague, Isaac
Stevens, Wm. S. B.
Stockton, Howard
Tapley, Miss Alice P.
Taylor, Charles H.
Thacher, Mrs. Henry C.
Trinity Church
Ware, Miss Mary L.
Warren, Miss Cornelia
Wheelwright, Geo. W.
Wheelwright, J. W.
Wigglesworth, George
Williams, Edward E.
Williams, Elizabeth A.
Williams, John D.
Williams, Mrs. Thomas B.

LIST OF LIFE SUBSCRIBERS.

A Subscription of Fifty Dollars and Upwards Constitutes A Life Member.

*Alexander, James
*Ames, Frederic L.
*Amory, Francis
*Appleton, Samuel
*Appleton, William
*Austin, Edward
*Baker, William E.
*Bartlett, Sidney
*Bates, Benjamin E.
*Blake, Stanton
*Beals, Joshua G.
*Brewer, Mrs. Gardner
*Brooks, Peter C.
Brooks, Peter C.
*Brooks, Mrs. Peter C.
Brooks, Shepard
*Chadwick, Ebenezer
*Cheney, Benjamin P.
*Carpenter, Geo. O.
*Chickering, Jonas
*Clark, Thomas
*Codman, C. R.
*Converse, Benjamin D.
*Converse, Elisha S.
Cruft, Geo. T.
*Cruft, Miss Harriet O.
*Dean, Benjamin
*Dexter, Charles W.
*Dexter, F. Gordon
*Dexter, Geo.
*Dorr, John
*Edmands, E. Wiley
*Emerson, Ralph Waldo
*Endicott, William
*Fearing, Albert
*Flagg, Augustus
Fitz, Mrs. W. Scott
*Forbes, John M.
Foster, Francis C.
*French, Jonathan
*Gardner, John L.
*Gardner, John L.
*Goodnow, Nathan B.
*Goodwin, Ozias
*Gray, John C.
*Grew, Henry S.
Grover, Wm. O.
*Guild, Benjamin
*Haven, Franklin, Jr.
*Heyward, Chas. L.
*Heyward, Mrs. Chas. L.
Higginson, Francis L.
*Hollis, Thomas
*Hooper, Mrs. R. C.
*Humphrey, Benjamin
*Humphrey, F. J.
Inches, Geo. B.
*Inches, Martin B.
*Johnson, Henry M.
*King, Franklin
*Kuhn, George H.
*Kuhn, William P.
*Lawrence, Amos
*Lawrence, Mrs. William
*Longley, James
*Loring, Mrs. Elisha T.
Loring, Mrs. Ellen
*Lyman, George W.
*Lyman, Theodore
*Lyman, Mrs. Theodore
Macullar Parker Co.
Mason, Miss Ellen F.
Mason, Miss Ida
*Mann, Jonathan H.
Means, James
*Means, William G.
*Montgomery, Hugh
*Morse, Leopold
*Newman, Caroline
Noyes, James S.
*Paine, Charles J.
Paine, Mrs. Charles J.
Paine, Robert Treat Ass'n.
*Paine, Robert Treat
*Palfrey, Francis W.
*Parkman, G. F.
*Pfaff, Henry
*Phillips, Jonathan

*Deceased.

LIST OF LIFE SUBSCRIBERS (Continued).

*Pickering, Henry
*Pickering, Mrs. Henry
*Quincy, Josiah, Jr.
*Richardson, George C.
*Robeson, W. R.
*Russell, Mrs. G. R.
Russell, Mrs. Sarah T.
*Saul, James
*Sears, David
Sears, Horace S.
Shattuck, Mrs. F. C.
*Shaw, R. G.
*Spencer, Aaron W.
*Thayer, Mrs. Chris. T.
*Thayer, Christopher T.
*Thayer, John E.
*Thayer, Nathaniel
*Thorndike, Charles
*Upton, George B.
*Wales, Thomas B.
Walker, Grant
Warren, Miss Cornelia
*Warren, J. Sullivan
Warren, Mrs. S. C.
*Wesselhoeft, Dr.
Wheelwright, J. W.
*Wigglesworth, Edward
*Wigglesworth, Mary
*Wigglesworth, Thomas
Wyman, Charles F.

*Deceased.

LEGACIES TO THE SOCIETY.

As legacies intended for this charity may be lost by defects in the phraseology by which bequests are made, it is desirable that the subjoined form should be carefully followed by persons desiring to leave money to the Society.

FORM OF BEQUEST.

I give and bequeath to the Industrial Aid Society, incorporated by the Commonwealth of Massachusetts, the sum of ..... dollars, the same to be paid by my executor to the person who shall act as treasurer of said Society, at the time when the same shall be payable.

... FREE EMPLOYMENT ...

The Industrial Aid Society, 37-43 Hawkins Street, Room 25, supplies men and women, boys and girls singly and in families, for every variety of work, both transient and permanent.

Employers in city and country are invited to call at the office or correspond with the Agent.

NO CHARGES. CONTRIBUTIONS ACCEPTED.